

Board of Directors Meeting
Monday February 2nd, 2026
Coldwell Banker Lifestyles, 8 West Wheelock St, Hanover NH
Meeting Minutes

Present: Peter Swanson, Jeff Damren, Doug Calvey, Erika Dade, Guy Collins, Kathy Harvard, Tim Williams, Kristin Burdick, Alan Kush, Tim Williams, Tom Puleo

Absent: Kelly Shrike, Fern Munroe, Dylan Mroszczyk-McDonald

By Zoom: Elizabeth Glenshaw, John Tunnicliffe, Roelof Versteeg, Tom Griggs, Kelly Shrike

Guest In Person: Rowan Carroll (minutes), Chuck Nagle

Tunni called the meeting to order 5.45pm

Jeff - moved to approve January minutes

Guy - seconded approving December minutes

Unanimously approved

Housekeeping - Tunni

Tunni welcomed the new Board members and welcomed Alan Kush, the Dartmouth boatman who is coming on as the Dartmouth rep on the Board. Tunni went over Board culture and meeting etiquette.

Compliance tracking - Chuck is collecting Board member 2025 volunteer hours for tax reporting. If you have not sent them in please do so asap. Please make sure all Board members have completed the club Board member requirements asap. Requirements and compliance instructions are on the Feb agenda.

Executive Director Position - we are trying to build the role to be a sustainable position for the club. If you would like to be on a committee to oversee, help shape the ED position role and fundraise for the position please let Erika/Tunni know.

We need to build the fundraising committee, any one willing to volunteer please talk to Kathy.

Executive Director Review - Tunni and Chuck had the end of year review. There was a 100% agreement from the club survey that the role has been a positive addition to the Club. The ED review and goals were attached to the Feb agenda. The main purpose of review was to close out 2025 and determine goals for 2026.

To make the position durable for the future Chuck will be documenting processes and procedures so that if/when he leaves there are systems and structures in place to seamlessly bring on the next ED. Hopefully this will be an issue to address in many years time! If the role becomes too large for one person would it be possible for the ED position to be split into two roles. If necessary could one position be focusing on “the sport” and one focusing on “the operations”? At the moment Chuck feels that there are enough committees helping him so as not to overload him.

Safety - we had a very good 2025 with regards to safety with few incidents and increased communications to the Club on safety issues.

Executive Director Report - Chuck

Chuck is currently negotiating contracts for Fuller and Kendal.

Chuck is working on getting more coaches for Learn to Scull, and to have a beginning sculling session for people who have graduated from LTS. If participants sign up for beginning sculling after LTS they will get additional coaching and the opportunity to scull in larger boats which will hopefully be a good stepping stone for keeping scullers at UVRF after LTS.

Chuck has connected with the prospective coaches for 2026. Most of the 2026 coaches are returning and he has a few additional coaches.

Budget - Elizabeth

Discussion in January to adjust the prices by 5%, the budget has been adjusted to reflect this increase and the new coach pay structure. With this adjusted budget if all estimates of programs would run as expected we would have a loss of \$5000 in 2026.

Jeff made motion to approve the 5% fee increases and the new pay structure
Kathy seconded motion to approve the 5% fee increases and the new pay structure
Unanimously approved

Tunni made motion to approve the 2026 budget

Jeff seconded motion to approve the 2026 budget
Unanimously approved

Board Committee Structures - Kathy

A committee can be headed by a non-Board member and can have non-Board members participants.

USRowing and Health Insurance - Erika

USRowing is offering health insurance.

Corporate Rowing - Roelof

Many clubs offer Corporate Rowing from half day to weekend/week long programs. Could we offer an afternoon 2-3 hours. Roelof is researching. How would this work with our insurance? How would this work with our agreement with the town and use of Kendal? Erika will research this. Hopefully this would be similar to Learn to Row with regards to insurance, and they could sign the paper USRowing waiver.

Suggestion to create a 3hour program to offer to Tuck/Hypertherm/other businesses that might have interest. Work out how much it would cost, how much we could charge. Suggestion from research is we could change \$2000 and the cost to UVRF would be \$500. Chuck, Tunni and Roelof will work together to create a program to offer.

Would it be possible to keep ergs at KRP? Could we have a shed/shipping container at the site for storage and workouts?

UVRF Juniors and Lebanon Memorandum of Understanding - Erika

UVRF juniors was started by Carin Reynolds in 2011 as Lebanon Crew. About 50% of UVRF's inventory was purchased using funds raised by Lebanon Crew/UVRF juniors. We track which fund paid for each piece of equipment, and this determines who has priority. This is all detailed on the equipment inventory which is available on the Google Drive.

AOB

Oarsome Ski Classis is February 21st, Oak Hill is again offering the use of the golf course at no cost beyond the day pass.

Motion to adjourn meeting - Jeff

Seconded - Doug

Meeting Adjourned 6.54pm